PME CONTINUUM IMPLEMENTATION

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CNO's Vision of the PME Continuum

- **Provide career-long educational opportunities that are relevant to mission and support the professional and personal growth and development of all Sailors (Officer and Enlisted, AC/RC)**

- **Both officer and enlisted PME policies and strategies will:**
  - **Equip all Sailors with the right knowledge and skills at the right time**
  - **Be a key factor in billet assignment and career progression**
  - **Use the 5 Vector Model and Integrated Learning Environment for delivery of blended learning options**

- **Definition:**
  - **PME = NPME + Advanced Ed + JPME + Leadership**

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Status - Implementation of CNO Decisions

CNO Decision	Implementation Status
☑	■
☑	■
☑	■
☑	■
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☑	■

Endorse PME Continuum for all Sailors

Release CNO NAVADMIN and Approve Media Campaign

Link PME to career progression and assignment

Require JPME Phase I for selection to URL O5 command by FY09 screen boards (that are held in FY08) – NAVADMIN 093/05

Require NPME completion for career progression by FY08

Enlisted	Officer
• Intro & Basic levels for E1-E6 • Career level for E7-E9 • Advanced level for CMC & Joint Command Senior Enlisted	• Primary level for O1-O3, CWO • Intermediate level for O4 • Senior level for O5-O6

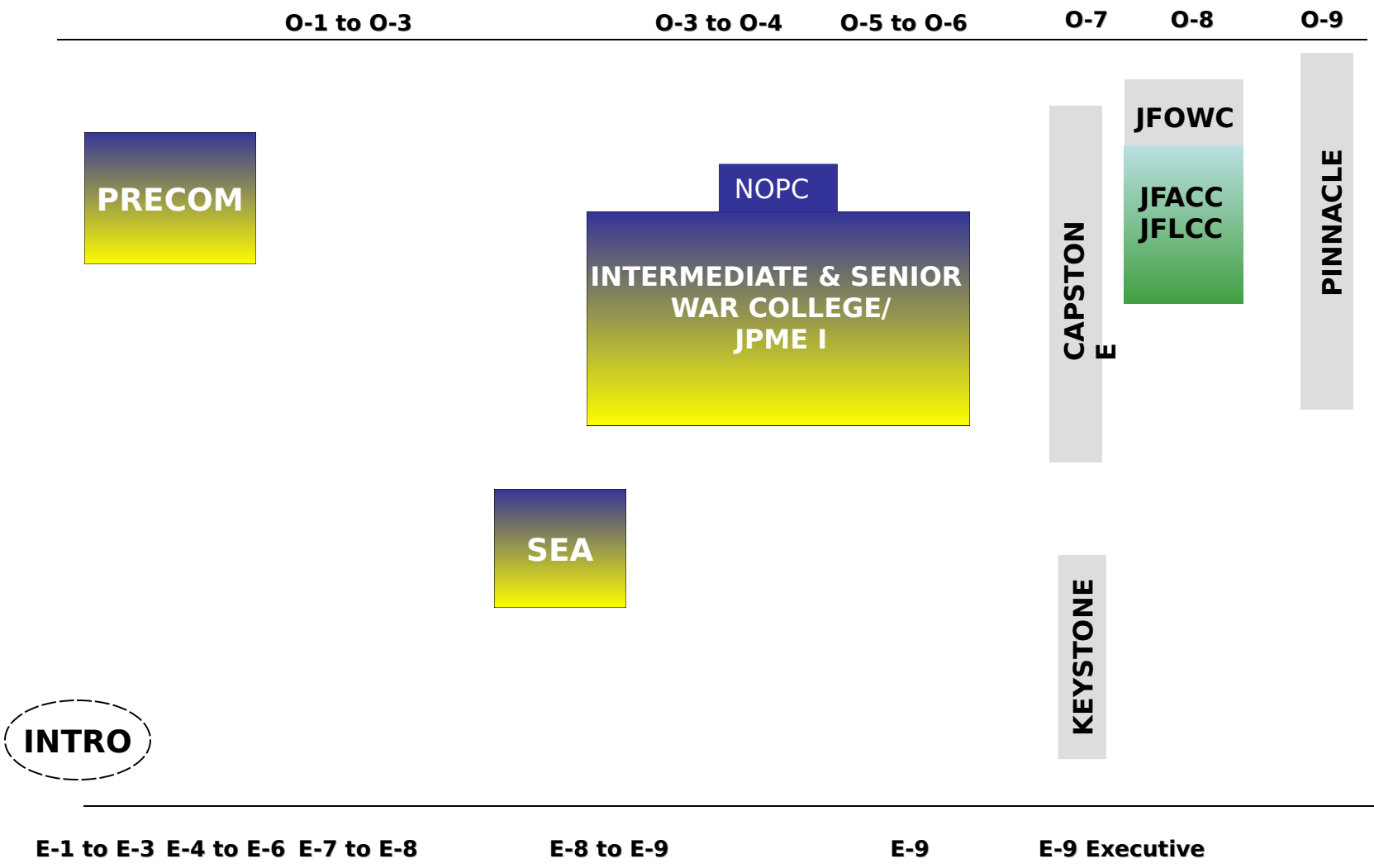
Associates Degree a requirement for SCPO by FY10

Bachelors Degree a requirement for selected senior enlisted positions by FY13

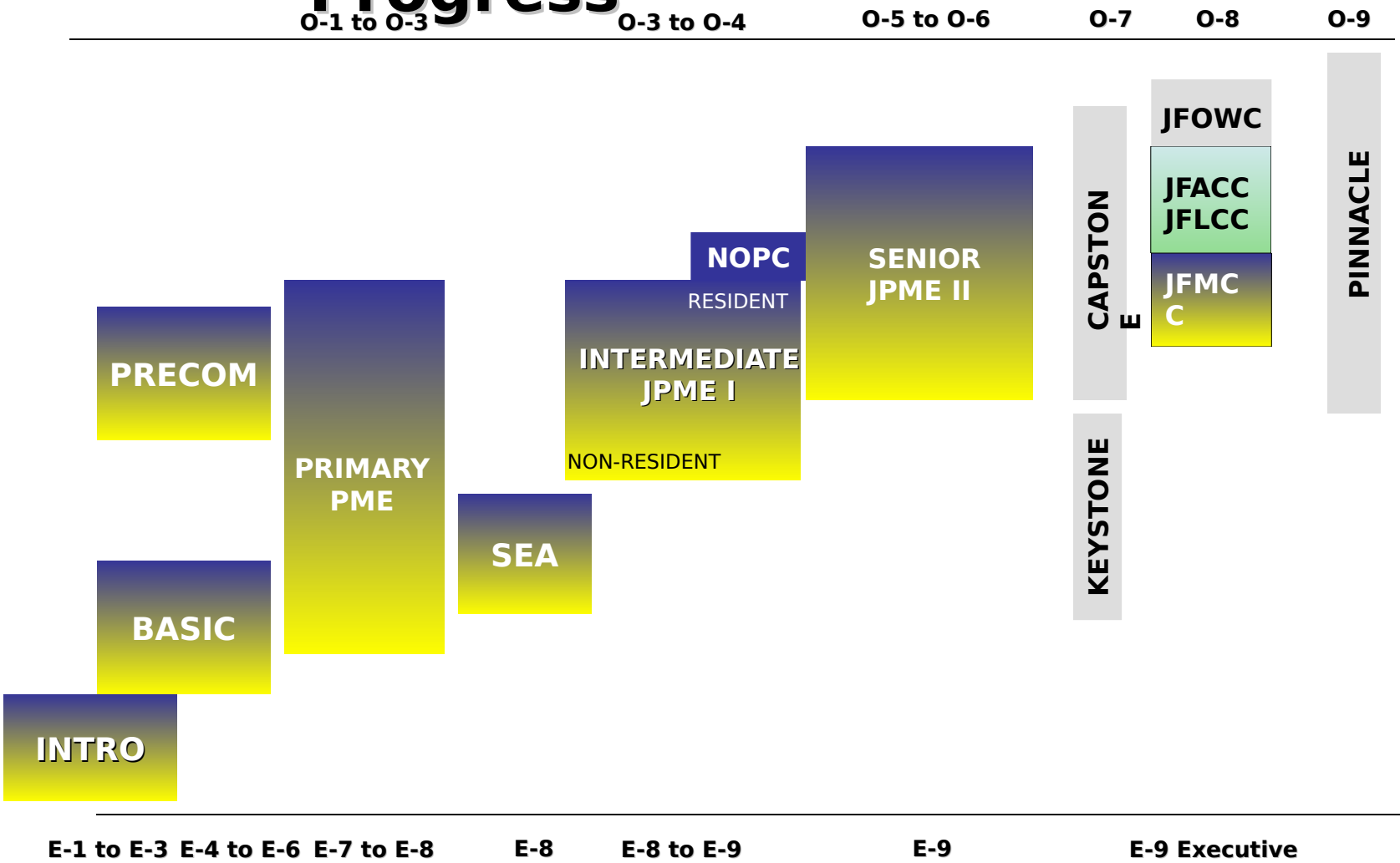
Authorize Masters level programs for selected senior enlisted

Report PME accomplishment in FITREPS/Evals by FY06

NPME/JPME Today



NPME/JPME In Progress



Enlisted PME in the Navy Today

- **Formal Study Underway – Initial Results in FEB 06**
  - **Conduct review to determine what is best suited for inclusion in Enlisted PME Continuum – review peer models (USA, USAF, & USMC programs)**
  - **Perform "gap analysis" to determine what additional materials must be developed**
  - **Develop draft set of learning areas (LA), supporting learning objectives (LO), and standards in order to implement CNO's PME Continuum and satisfy CJCS EPMEP requirements**
  - **Recommend options for delivering Navy & Joint PME across continuum blending in residence opportunities and distance learning via Navy Knowledge Online (NKO)**
  - **Provide advice on how best to incorporate/synchronize Enlisted Leadership and PME continuums**
- **Establish Integrated Set of Educational Outcomes for CNO's Continuum (expressed as competencies) – Jun 06**

Senior Enlisted Academy (SEA) Short Term

- **Mission**
  - **Prepare <u>all</u> Navy senior chiefs to function and lead effectively in naval and maritime domains supporting GWOT and other national security challenges**

- **Resident Program Changes**
  - **Increasing throughput from 300 to 784 annually**
  - **New class size: 112 ~ 7 seminars of 16**
  - **Increased other Service/International mix (2 per seminar)**
  - **New state-of-the-art classrooms and workstations & new student resource center**

Senior Enlisted Academy (SEA) Near Term

- **Education Program Redevelopment Launches FEB 06**
  - **Central element of the Navy's career force PME Program**
  - **Improve Senior-level PME program**
    - **Increase operational-level focus within joint/combined warfighting**
    - **Emphasize maritime perspective with keen understanding of command and control challenges**
    - **Provide national strategic-level context and understanding**
    - **Enhance assessment of Students and Program**
  - **Partnership between SEA and NWC faculty**

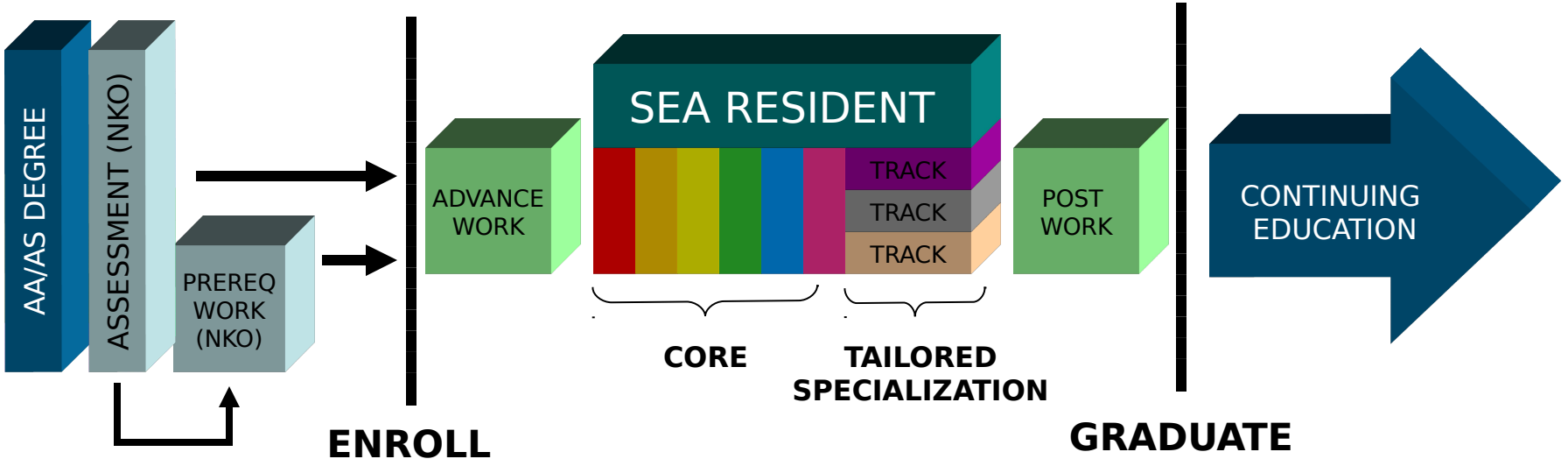
- **Outcome**
  - **Produces strategically aware senior leaders with operational-level naval perspective and skills to function and communicate effectively in maritime domain supporting the joint warfighters in multi-agency and multinational environments**

Senior Enlisted Academy (SEA) Short & Near Term

- **Non-Resident Program**
  - Originally developed for USNR – reworked for Active Component
  - Two-phased program
    - Distance Learning via NKO (circa 120 hours)
    - Two weeks in-residence

- **Changes Underway or Just Ahead**
  - Dedicated classrooms and faculty at Newport
  - Class size: 4 seminars of 13 each = 52/class ~ 20 classes ~ 1040 graduates/year
  - Revise curricula subsequent to resident revision
  - Incorporate other Service involvement; potential for lo longer range
- **Outcome**
  - Prepares selected Navy Senior Chiefs to function and lead effectively in naval and maritime domains supporting GWOT and other national secur challenges

SENIOR ENLISTED ACADEMY 2005

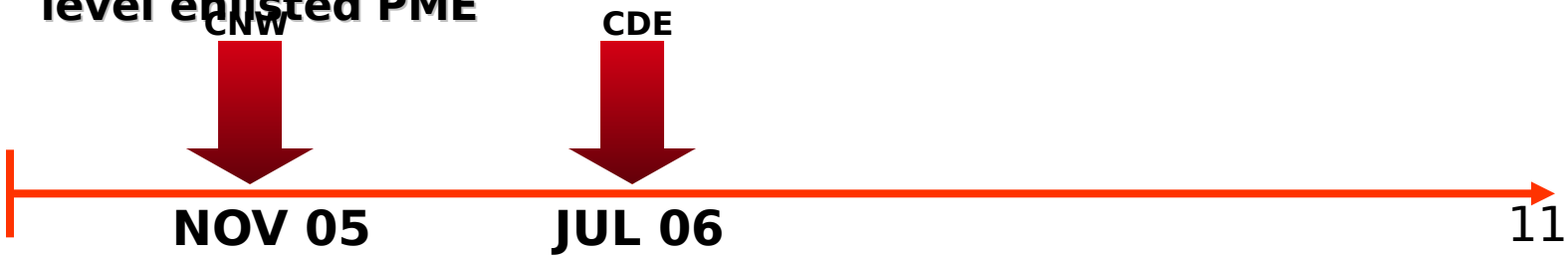


SENIOR ENLISTED ACADEMY 2015

Senior and Executive-level Enlisted Proofs-of-Concept

- MCPON & NWC launched in NOV 2004
- Resident
  - Selected Master Chiefs enrolled in College of Naval Warfare (Officer senior level college)
  - Current steady state circa 6 students annually
  - Status: First two graduates in NOV 2005. 2 in MAR 06
  - Outcome: Provide insights into potential educational avenues for future executive-level enlisted leader education

- Non-resident
  - Selected Master Chiefs enrolled in College of Distance Education's Officer intermediate-level CD/ROM Program
  - Status: 3 enrolled
  - Outcome: Provides insights into viability of portions of Navy officer intermediate-level curriculum for senior or executive level enlisted PME



Primary NPME
EJPME Intermediate-level

- CJCSI 1800.01C, CJCSI 1805.01 and CLO ltr of 2 MAR 05

- "Know" and "Comprehend" levels of learning
  - Tactical level of warfare
  - Joint and Navy warfare fundamentals
  - Navy core competencies
-
- Integrated course
  - 60- 80 hours Delivered via NKO/ILE
  - Required for all CWO, O1 – O3, E7/E8
  - Enrollment open to selected E6 (ultimate goal of entire career force)

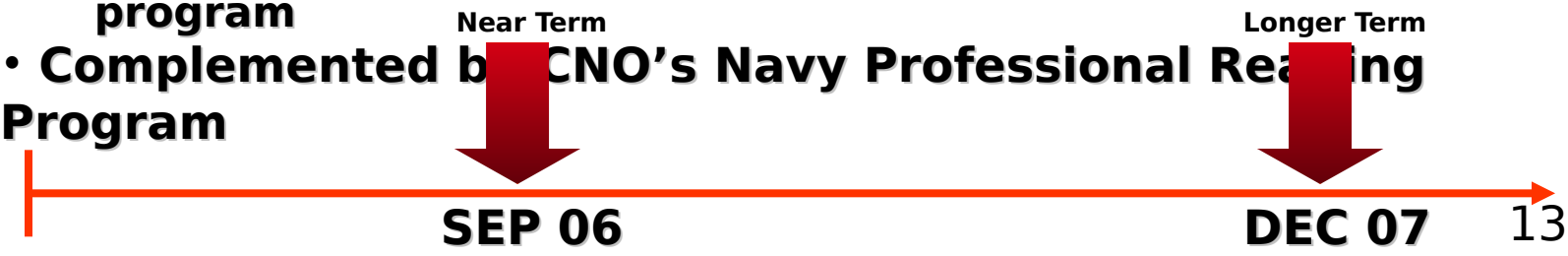
- Prerequisite for:
  - Potentially Promotion to O4 and *CWO3*
  - Entry into Intermediate Level PME/JPME I
  - Entry into SEA

INTRO & BASIC PME
Way Ahead for Basic EJPME

- **Near Term**
  - Complete "As Is" study and assessment
  - Ensure full array of programs reviewed
    - PO & CPO INDOC
    - New Leadership Continuum
  - Focus current curricula to better meet EJPME LA/LOs
  - Ensure EPMEP standards underpin current programs

- **Longer Term**
  - Fully exploit initial training in residence opportunities
    - Develop curricula to accomplish foundational PME elements
    - Ensure standards permeate the program
  - Exploit subsequent in residence opportunities
  - Develop distance learning modules via NKO to complete program

- **Complemented by CNO's Navy Professional Reading Program**



CNO'S PME CONTINUUM

Questions?